

JDP Gender Pay Statement 2021

JDP Reporting Requirements

The legal requirement (Equality Act 2010 (Gender Pay Gap Information) Regulations 2017) is to calculate and report on gender pay gap information for companies with 250+ employees. JDP therefore doesn't have to formally report. However, the Leadership Team are dedicated to understanding any gender pay related issues within the organisation, and therefore calculations have been made and reviewed regardless. We believe it is important to share this data with our employee's, potential future employees, customers, suppliers and any other interested stakeholders.

Does JDP have a gender pay gap?

We are proud to say that the answer is NO!

The mean (average) gender pay gap in hourly pay as a percentage of men's pay: -1.7%

The median gender pay gap in hourly pay as a percentage of men's pay: -5.2%

We feel confident of maintaining this position in to the future as an employer whose recruitment process provides equal opportunity for all. All new staff are recruited under the same structure and their earning ability depends on their success and career progress.

How are the genders represented within each pay quartile in JDP?

| Quartile 2021 | Men % | Women % |
|---------------|-------|---------|
| Lower | 83.9 | 16.1 |
| Lower Middle | 78.2 | 21.8 |
| Upper Middle | 76.8 | 23.2 |
| Upper | 76.4 | 23.6 |

Our female colleagues are quite evenly spread across the pay quartiles as shown above. We are pleased (but not surprised) that there is no evidence of *workplace disadvantage* for women in JDP i.e. we do not find high concentrations of female staff in our lower paid jobs. Gender is not a criterion either in our recruitment or promotion processes. All employees are encouraged to grow and earn to their full potential.

You can see above that more men work for JDP than women. Historically our industry has a predominance of men and this leads to only 21.6% of JDP's workforce being female. In many areas of the business we are naturally gender balanced and the lower representation of women is largely seen in our operational branch roles where we find only 6% of roles are held by women. Half of these female colleagues hold Branch Supervisor roles again showing that our female colleagues fill roles at all levels. Anecdotally we receive very low numbers of female candidates for our operational branch roles. We can (and do!) guarantee that female candidates are as equally welcome as male candidates and all candidates will be judged on their merits against fairly applied criteria. Gender is definitely not one of our criterion. We will continue to grow our understanding as to how we might make our operational roles as attractive to women as they are to men to counteract any historic perceptions.